# Sociology week 3nd wrk

Sociology

Diversity Training Corporations and government agencies should offer diversity training. The advancements intechnology and global competition demands adjustments. Contemporary global trends influence organizational efficiency and competitiveness. Work place diversity is critical for corporations and government agencies for establishing sustainable competitive advantage. Consequently, corporations and government agencies should offer diversity training because it is a crucial element of present and future organizational success and growth.

From functionalist approach, employees are basic elements of the organization and are interdependent (Ballantine & Spade, 2008). Therefore, fostering workplace diversity is critical for ensuring cohesion and proper functioning within the organization (Ballantine & Spade, 2008). It facilitates a culture that is inclusive and accommodates contributions from all employees. Diversity training emphasizes on the need for a diverse workforce and the importance of establishing a diverse workplace culture. Diversity training is also crucial in engaging new employees of different social and cultural backgrounds as well as expanding client base.

To establish diversity training that fosters mutual respect, the training should focus on teaching individuals respect and empathy for one another so as to create the sense of appreciation and togetherness. In diversity training, practical exercises enable individual workers to learn about mutual respect. Employees are taught and encouraged to be open with one another. They are motivated to share their similarities and accept the differences that exist in their backgrounds.

Diversity training addresses intolerances and discrimination issues so as to create proper understanding on subtle actions that might have exposed any

employee as stereotypes. Diversity training utilizes role playing so as to foster mutual respect among employees. This approach teaches individuals to assess their feelings when left out or included in a group's decision actions.

Employees develop mutual respect for each other through diversity training. Workplace diversity encourages teamwork and creation of synergistic work environment. Despite the fact that a perfect work atmosphere cannot be achieved, diversity training enables employees to acknowledge varied talents and strengths that come with diversity. Groups can embrace certain symbols that can allow them to function efficiently and coherently (Andersen & Taylor, 2008). Through deeper understanding of one another's life, employees develop and maintain respect among them and work together to improve on their weaknesses.

Conflict is inevitable in the workplace, especially in a diverse workforce. Diversity training enables employees to recognize the differences among them. When employees develop deeper understanding of each other's differences, it becomes easier for them to avoid chaos and solve their underlying problems amicably. Respect for fellow workers minimizes the chances of conflict and enhances easy conflict resolution (Tischler, 2011). Diversity training enhances the capacity of employees and the entire organization to resolve conflicts in the workplace, thus lowering the probability of small complaints and differences spiraling into formal litigations that would taint the reputation of the organization or a country. Workplace diversity training helps to develop and sustain quality relationship among employees and also with their superiors.

Divisions within workforce in terms of gender, race and ethnicity remains a

reality in the workplace. To shun such divisions and promote a culture of inclusiveness, an organization can adopt the following practical steps:

Recruitment: The organization should focus on recruiting from various communities. This not only boosts inclusiveness and workplace diversity, but also promotes organizational efficiency (Estlund, 2003).

Prohibiting disruptive behaviors: establishing workplace behavioral principles aimed at eradicating biased behaviors on the basis of gender, race and ethnicity. Rank promotion and demotion should be based entirely on performance. Remuneration should also be pegged on skills, experience and performance level and not tribal, ethnic or gender orientation (Mintz & Krymkowski, 2010).

Promoting awareness: the company can use diversity awareness training to suppress discordant behaviors and stereotyping in the workplace.

References

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